As we enter 2021, it brings with it hope, new beginnings and perhaps that new dream job. The landscape of job search and finding candidates has shifted into the digital world and Alliance for Workforce Development, Inc. (AFWD) is meeting the challenge of bringing job seekers and employers together through a Virtual Job Fair – “New Year, New Career 2021”.

January 20th AFWD is hosting the virtual event – “New Year, New Career” from 10:00 am to 1:00 pm. Job seekers will be able to connect with multiple employers (75 at current count) from six Northern California counties. The opportunity to explore career options, consider relocation opportunities and interact with recruiters via chat and video (optional) all while maintaining a safe distance.

Job seekers can upload their resume instantly so participating employers can view their resume and chat with them directly. This is a unique opportunity for job seekers to meet with a variety of employers in and around the north state. Employers and job seekers alike, will get the rare opportunity to interact with each other, exchange job descriptions and resumes and can even conduct on the spot virtual interviews from wherever they are on any device.

AFWD is here to assist with preparing job seekers for the event, resume development and providing a series of virtual job fair readiness workshops. Job seekers can register for the Virtual Job Fair Readiness Workshops by following the links below to register for a workshop.

Direct Link to register for Jan. 7th workshop, 2:00pm PST: https://us02web.zoom.us/webinar/register/WN_0Gcl-ra1S1mBSS9GXDtvVdw

Direct Link to register for Jan. 12th workshop, 200pm PST: https://us02web.zoom.us/webinar/register/WN_uQZMmPCxRTiYXn1mWQZgVg

We look forward to another successful job fair in the books!
Off to a Promising Start

Located in Chico, California, Fifth Sun has been a leading manufacturer and distributor of graphic apparel for over 25 years. Currently employing almost 350 people, Fifth Sun is also one of the larger employers in the Chico area. Alliance for Workforce Development, Inc. (AFWD) has had an ongoing relationship with Fifth Sun, utilizing our recruiting services and working with several of our different programs helping them to meet their staffing needs.

One of the AFWD programs Fifth Sun has worked with in the past was our Transitional Age Youth (TAY) program. This program focuses on assisting young justice-involved youth clients with their transition into adulthood and becoming self-sufficient. Having had success with the TAY program, Fifth Sun was the first employer to jump on board as AFWD rolled out our Prison to Employment (P2E) program.

According to Heather Alexander Chavez, Prison to Employment Project Coordinator for the NoRTEC Region, “The P2E program is designed to provide intensive employment and life skill services to supervised individuals. A close working partnership between supervising staff from parole, probation, or Sheriff’s Office and our staff is key to the success of this program. The primary focus will be to support their conditions of release and work within that framework to create a plan of employment.

With lots of help from the AFWD staff, our partners in law enforcement, and of course, the amazing People Operations Manager at Fifth Sun, Megan Enyeart, our first P2E candidate successfully interviewed and was offered a full-time position. AFWD staff will continue to support both the candidate and Fifth Sun through our On-the-Job Training (OJT) program.

A big thank you to Megan and everyone at Fifth Sun for continuing to support not only our programs here at AFWD but also our community.

Fostering Equity

This October, Alliance for Workforce Development, Inc. (AFWD) had the wonderful opportunity to work with the newly established North State Hispanic Chamber of Commerce! This organization, led by a group of professionals who seek to “foster a climate in which business can operate profitably in the North State of California” (Web NSHCC). Pioneering the first Chamber of Commerce to support underserved individuals, the group has endeavored to bring minority business owners together to promote equity and knowledge wealth in the vast geographical area of California’s northern region. What an awesome project this is!

This coming January 2021, the North State Hispanic Chamber of Commerce (NSHCC) will begin operating and accepting membership applications. The organization will discuss legalities and strategies to promote business development for its members, with a focus on serving minority and female owned small businesses. Small business owners have historically been disconnected from the community’s knowledge wealth, especially concerning community and legal resources to help businesses thrive (Web CLEI). The groups mission is to foster equity through inclusivity and networking, which intends to bolster our entire community’s economic and social wellbeing.

Alliance for Workforce Development, Inc. connected with Mr. Benito Abarca-Sanchez, the chair of the organization, and was given the opportunity to translate both business and client services flyers for distribution, in an attempt to greatly expand the support our community to Spanish-speaking employers and job seekers in the region. While AFWD has several staff members who are proudly bilingual in English and Spanish, we offer translation and interpretation services in a plethora of additional languages through a professional agency.

We are very excited to support the North State Hispanic Chamber of Commerce’s development and mission to help foster equity and fortify our North State community!
We Help People Out of Problems - and Into Solutions

Our mission is to provide treatment to individuals and their loved ones whose lives have been impacted by addiction.

- Quality and Compassionate Care
- Supportive Environment
- Exceed the Expectations of our Clients
- Dual Diagnosis Integrated Addiction Treatment

We are proud of our Team and strive to exemplify and embody Our Mission in everything we do.

We strive to achieve our mission by delivering quality and compassionate chemical dependency and addiction disorder services in a caring and supportive environment.

By consistently exceeding the expectations of our clients, Sierra Health and Wellness Centers are recognized in the communities that we serve as the provider of choice for chemical dependency and addiction disorder services.

Despite trying and uncertain economic times, Sierra Health and Wellness has managed to not only stay solvent but grow its corporate structure. Centers in Sacramento and Lake County have been added to the Sierra Health & Wellness structure. Sierra Health & Wellness Center’s corporate office is located in downtown Oroville, partnered with their other business, The Elijah House. While the business has grown, the current job-seeking population has diminished due to COVID-19. There have been challenges to find work-ready administrative staff with the necessary skills. Angie Klein, their Human Resource Manager, reached out to Alliance for Workforce Development, Inc. (AFWD). The staff at AFWD have been able to refer some qualified candidates that needed some skills upgrades. We were able to help in providing them with a new Administrative Assistant and a Human Resource Assistant. Both of the candidates were changing career paths and could learn their new roles with job skills competencies developed and implemented through the on the job training program.

Changing with the Times

Alliance for Workforce Development, Inc. (AFWD) participated in training through UC San Diego at the beginning of October 2020. The training was Training Online Essentials, which with a pandemic still going on, it is important to be versed in multiple facets to help our clients.

Training Online Essentials was a week-long class that all departments within AFWD participated in. The training consisted of a total of 5 modules with each module having a set of overviews, readings, videos, and assignments. Even with the assigned work being tailored more for those who work with job seekers than employers, we were all able to take something away from the week.

Participants' were introduced to new tools that can help them assist clients through online outlets since the in-person activity is still very limited. A few of the tools introduced were Google Forms, Padlet, Google Class Room, and Kahoot, to name just a few. All of these platforms are free for people to use.

Having tools available and at no cost allows us to keep our clients engaged and participating in many workshops and/or training they are a part of. Being able to have new tools at hand allows AFWD to present material the best possible way for how the times have changed. Keeping material and our programs use relevant to all our clients is of the utmost importance. During this pandemic, we have relied on Microsoft Teams and Zoom a lot. With these new platforms introduced to us, we will continue to grow as a company and put our best foot forward with our clients.

Continuing education plays an important role in businesses. Times are consistently changing, being able to give clients current and accurate information is important. With the current pandemic, we have all had to rely on our computers and the internet more than ever. Having training that focuses on using online applications and programs was a great experience. This training could not have come at a better time. It is relevant and important for us to know as many outlets as possible that could benefit our clientele.
Assisting the City of Chico During a Pandemic

Brian Bordelon came to Alliance for Workforce Development, Inc. during the COVID-19 Pandemic. He was having difficulty finding work in the existing economic environment and was looking for assistance with his job search. He was interested in assisting his community in any way that he could during these trying times. Brian was presented with the opportunity of a temporary position with the City of Chico, Department of Public Works, to assist in keeping the community safe for all those in the Chico area. The City of Chico, particularly Chico Parks, is a branch of local municipal government that serves the community in maintaining safe and clean, parks and recreational space in the Chico Metropolitan area and surrounding communities. The City of Chico was looking for individuals who were interested in cleaning and sanitizing parks so they could remain open, during the COVID-19 Pandemic. Brian went through the pre-employment screenings and couldn’t wait to get started. His contract started October 1st, with an end date of December 31st. Brian planned to continue to work with his Career Center Advisor, looking for full-time, self-sufficient employment while enrolled in the temporary program. Working alongside his team, his duties included executing cleanup and sanitation due to the effects of the COVID-19 pandemic disaster. It was his responsibility to clean park structures for children to play on, ensure that facilities were clean, sanitized, and orderly, providing the community a safe outdoor space. Brian took pride in his work and enjoyed being able to watch the community members enjoying their time at the various parks he worked in. Brian worked at the City of Chico until November 23rd when he gained full-time employment with UPS. Brian stated that he met great coworkers and was thrilled to help out in a time of need for this area. If presented with the chance to assist again, he would jump at the opportunity.

From Handwriting to Action

Brandon Evans was referred to the youth program through his probation officer. Brandon had no prior work experience but knew he wanted to find employment working outdoors. Brandon met with his Career Center Advisor (CCA) weekly and together created a resume and after a few career assessments, it was determined that Brandon would do well working outdoors. Brandon expressed his desire to get his driver’s license, a job, and a car. He wrote out his plan in his writing to make himself accountable. There was a job posting for a landscaper with a well-known company; Brandon went in there dressed to impress with his resume in hand. He was interviewed on the spot and was hired a few days later. After his first paycheck, Brandon walked to the DMV and waited in line for 2 hours to receive his driver’s license. Brandon was so happy. With the help of some of his co-workers who helped him search for a good deal on a car, Brandon purchased his first car. Brandon works full-time as a landscaper, has his driver’s license, has a car, and continues to meet all requirements of probation.
Christopher McKibben was struggling to find employment and was referred to Alliance for Workforce Development, Inc. (AFWD) by one of his friends that received assistance. He had been working as a Landscaper, at Cherokee Properties, when he was laid off due to the season and weather interference, with no projected return date. Christopher was searching for reliable, self-sufficient employment. While working with the Business Service Representative, Christopher was presented with the opportunity to learn a new trade working with Tile and Granite. He was excited to get back to work and have a skill that he could carry with him. Amidst the COVID-19 Pandemic, he was able to interview with Custom Tile and Granite and recognizing his potential, they were willing to take a chance on him. His Workforce Innovation and Opportunity Act (WIOA) eligibility was established, he was enrolled, assessed, and began his On-the-Job Training (OJT) in June of 2020. While working at Custom Tile and Granite, he was monitored monthly to ensure that he was learning the trade and understanding the competencies laid out on the Job Specific Skills Customized Competency (JSS).

After working at Custom Tile and Granite for 2 months he began to develop an understanding of everything that he was required to accomplish for each job site. His competencies increased, and his supervisors had nothing but great things to say about Christopher. He seemed to hit a bump in the road and was having some issues with attendance at work during his OJT. Christopher and his Career Center Advisor (CCA) had a discussion and got to the root of the issues, they were resolved and he continued to get great reviews and good scores on his evaluations. His OJT ended on November 3rd, 2020, at which point he had successfully gained work skills and soft skills during his journey to full-time employment. Christopher stated that he is grateful for AFWD because he was able to gain employment, learn a new trade, and learn to be self-sufficient with the help of AFWD. Christopher is happily employed with Custom Tile and Granite and plans to be with the company for a long time.
Butte College, Supply and Demand

Butte College has always had an award-winning Welding Technology program that students came from far and near to attend. Up until last year, the program started in the fall semester and ended in June with the graduating students being able to complete specific welds for their State Certifications.

This program allowed for 50 students to participate. Before entrance into the Welding Technology program, a student needed to have participated in the AG/FFA program for up to 3 years during high school or, complete one semester of welding pre-requisites. The pre-requisite semester was in the Fall. That meant the student had to wait until the following fall to start their welding program.

This delay not only hindered the students, but the Manufacturing, Construction, and Agriculture sectors in the area as well. These employers rely on the well-trained students to add to their employment and if they were ramping up their employment efforts in February and March, and students weren’t ready for June, it created a lag.

Butte College solved the problem by building a brand-new facility on campus that can now accommodate 92 students at a time. The building has two classroom/work station rooms that will eventually hold 46 students at a time. They can now offer the Welding Technology program year-round as of 2019. Currently, they have their first fall graduating, 2nd-semester class in process. These students will graduate in December.

Alliance for Workforce Development, Inc. (AFWD) has been an invested partner with the Welding Program since they first came to Butte County. AFWD can assist these students with required textbooks and tools, to help them be successful in their training program. The job search after training is a slam dunk, as the sectors using Welders are all in the top 10 employers for Butte County according to NoRTEC.

Hats off to Butte College for a beautiful new facility and helping more people enter the workforce!
Defeating the Odds

Mary Adams came to Alliance for Workforce Development, Inc. (AFWD) in January of 2020 as a part-time worker with Oroville Post Acute Hospital as a Certified Nurse Assistant. She informed AFWD that she has always dreamed of becoming a Pharmacy Technician and saw the opportunity arise to receive the education needed to make one step closer to this dream. Mary reached out to AFWD for assistance with finding a program and for support with the program fees. AFWD connected her with the Oroville Adult Education program for the Pharmacy Technician training and was able to assist Mary in the financial needs to enter the program.

Then when the COVID-19 pandemic caused a Shelter-In-Place order right when the Pharmacy Technician program was starting, Mary was faced with the postponement of the program. However, this did not deter her from chasing after her dream. Rather, she waited in anticipation for the program to restart in October and was well prepared to excel in her education! Mary completed the Pharmacy Technician program on December 3rd with academic excellence!

One Plant at a Time

Adam Eaglin was referred to Alliance for Workforce Development, Inc. (AFWD) by a friend after losing his home and his employment with Mendon’s Nursery in the Camp Fire disaster. Adam worked at Mendon’s for three years before the disaster and like many others, found it difficult to secure full-time, non-seasonal employment during this time of recovery. He found his job to be extremely rewarding and enjoyed spending his days serving his community, which made Adam the perfect candidate to help rebuild another local nursery; Déjà Vu Gardens Galore. Déjà Vu was also destroyed in the Camp Fire disaster and has been in the process of rebuilding ever since. They developed a program to give back to the community by providing Work-Experience (WEX) opportunities to individuals affected by the Camp Fire.

Since beginning the WEX program, Adam and his coworkers have continued to withstand the tests of mother nature with multiple business closures due to evacuations from recent fires and power shut-offs during high-wind advisories in this area. Through these adversities, Adam and his team remain a shining example of the resiliency within their community as they continue to rise from the ashes. Déjà Vu is known for its unique and hard to find plants and trees. Developing this program with them has given the community a tranquil and grounding sense of hope as they put their lives back together, one plant at a time. As Adam’s WEX contract comes to an end, he is looking forward to staying with this nursery so he may continue to serve his passion for horticulture as well as serve his community through this time of restoration and rejuvenation.
Jennifer Williams came to Alliance for Workforce Development, Inc. (AFWD) in August 2019. At that time, Jennifer had just started her second semester in the Registered Nursing program at Shasta College. Before this, she worked as a Certified Nurse’s Assistant, for Enloe Hospital, for 4 years, part-time. She had higher ambitions for herself and her two children however, Jennifer knew if she wanted to make her mark and excel in the healthcare sector she would need to advance her education in health science and took the proper steps, applied, and was accepted into the program. Working as a CNA in a hospital setting allowed her the hands-on experience necessary to not only receive training and assist registered nurses directly but get an up-close understanding of what it takes to become and be a registered nurse.

To fulfill this ambition to get to the head of the line and become a registered nurse, she would need further assistance with her program training. Jennifer had been told about AFWD services from a previous coworker that utilized the programs available when they attended their registered nursing program training. After she contacted AFWD, and received confirmation that she was eligible for additional assistance. This gave her that last little reassurance that she was ready and would be successful in completing the registered nursing program.

She has just completed her Registered Nursing Program Classroom Training in Fall 2020 with an accumulative GPA of 3.82. Jennifer has just applied to the Board of Registered Nursing to request to test for state licensure. Her next step is to study, study, and study some more in preparation for the NCLEX exam. Upon passing her exam and receipt of her state licensure, she will begin trying to obtain full-time employment as a Registered Nurse in the Healthcare sector within a hospital setting. Jennifer just became engaged and is on a new career path to better her life, support her 2 children, and push herself to the front of that line as a Registered Nurse.

Never to Late

Jose Ayala Jimenez originally enrolled in our Youth program back in 2016. Alliance for Workforce Development, Inc. worked with Jose while in Juvenile Hall. He participated in all of our workshops and always had a great attitude. Once out of Juvenile Hall, we were able to help him find full-time employment. Jose had a very tough upbringing and made some bad decisions. He lacked the support system needed while growing up to keep on the right track. Once again, Jose eventually got himself in a situation where he ended up in prison.

He managed to stay in contact with his Career Center Advisor while in prison through family. He knew his best bet was when he got out of prison, to reenroll in the Youth Program. He knew he needed help with resources and, most importantly, a job. Currently, he is working full-time and has obtained his driver's license. The next step for Jose is to get his own apartment.
The Steps to Making Dreams Come True

Joshua was enrolled in Alliance for Workforce Development, Inc. (AFWD) National Displaced Worker Grant (NDWG) program where he received assistance in updating his resume. He also was enrolled in the Hazwoper certification program so he could be employed with a clean-up crew for the Camp Fire in Butte County. Joshua completed the Hazwoper 40 and Respiratory Fit Certified training and then referred himself to the youth program for assistance in finding employment.

In the youth program, he attended the Youth Employment Boot Camp. Before starting the Boot Camp, he asked his Career Center Advisor (CCA) for assistance in obtaining interview clothes. His CCA, after completing the necessary paperwork, took Joshua to our local Walmart where he was assisted in selecting appropriate interview attire. During the boot camp, Joshua participated in a mock interview and also went on two industry tours Roplast Industries and All Metals Supply. In addition to working on his job search, Joshua requested assistance enrolling into college so his CCA assisted him with completing his FAFSA application and enrolling into Butte College. Joshua’s long term goal is to be a tattoo artist. After presenting his drawings to local businesses and artists, he was directed to take art classes which he is now doing at Butte College.

In January, Joshua lost his housing in Oroville and moved back to Yuba City to live with his family. He transferred to Yuba College and is continuing his education. He recently secured employment as a Security Guard for Adesa Brasher’s Auto Auction. He requested assistance to purchase a coat because he works the graveyard shift along with other work clothes and his CCA assisted him with purchasing the needed items. Joshua, after working a few months at Brasher’s, applied to and was hired by Amazon working in their warehouse. It wasn’t the job he wanted but, in his words, “it pays the bills”.

A few months ago, Joshua contacted his CCA because he left Amazon and is now working for AmeriGas. Again, it is not his dream job, his dream job now is to be a Police Officer and while he is still working, he is exploring what is required to get into the Yuba College Police Academy.
A Peaceful Resting Place Once Again

The tranquil setting of a nicely mowed lawn, fresh flowers placed next to headstones dotting the landscape plus the added bonus of peace, calm, and serene setting. We were all disturbed on November 8, 2018 when the Camp Fire raced through the towns of Paradise and Magalia. The Magalia Cemetery was not immune to the fire path of destruction. It suffered sustained damage to the cemetery grounds and was not the same tranquil setting it once was after all the fire was extinguished.

The Kimshew Cemetery District, charged with its care and upkeep, now facing a huge financial disaster of its own due to the fact that the Camp Fire had essentially burned up its revenue source - town property taxes it collected to operate. The management team of the district recognized the needs of the district now far outweighed their ability to deliver on their mission.

They turned to Alliance for Workforce Development, Inc. (AFWD) to seek help in getting the cemetery grounds back in a presentable shape. Especially with the winter coming up and the added work that would be needed to be completed. AFWD is proud to partner with Kimshew Cemetery District on this mission. With this in mind, the Business Services Team helped Kimshew Cemetery District plan and develop a Work Experience (WEX) position.

Funding was utilized from the National Dislocated Worker Grant (NDWG) Workforce Development Program to provide a Crew Laborer to work alongside the District Manager in cleaning up and repairing the damage caused by the fire. With this position, the selected candidate will experience hands-on learning, gain new skills - that are put to good use, and possibly further career exploration.

All the while aiding the Kimshew Cemetery District in their mission to provide a tranquil setting for a peaceful resting place. The cemetery plays a key part on the road to recovery after the Camp Fire.

Over Coming Challenges

Sara Carbajal came to Alliance for Workforce Development, Inc. (AFWD) in September of 2020 as a recently laid-off K-12 Special Education substitute teacher. Due to the COVID-19 government-imposed restrictions of no face-to-face instruction in all California schools, Sara was left with no employment. She was having trouble finding work in the education field and reached out for assistance. AFWD had the opportunity to work with Sara and help her obtain self-sufficient employment with room for advancement. AFWD was also able to provide COVID-19 Impacted supportive service assistance with rent payment so that Sara could focus solely on job searching, rather than financial burdens. As a result of this, she was able to secure employment with Manos Homecare as a Direct Service Provider.

Manos Home Care’s mission is to assist people of all ages to continue living in their homes as they age or experience disabilities while fulfilling fruitful lives within their communities. Sara’s career experience and transferrable skills were a perfect fit for the Direct Service Provider position with Manos Home Care. She has been excelling in her work and has made much success.

Now, she loves to come to work every day and care for her clients. She continues to grow in knowledge and passion for her type of work. Sara also has the opportunity for hourly advancement and position growth. We are honored to have worked with her and are very proud of her dedication!
Taylor Rosa first came to Alliance of Workforce Development, Inc. (AFWD) in November of 2018 when she started her Registered Nursing Program at Butte College. Her first semester all she requested for assistance was Career Guidance and Planning to assist her in staying on track in her courses for her first semester in 2018. She was affected by the Camp Fire that destroyed the entire town of Paradise, CA.

Even though she was devastated, she pushed through, with the help of her Career Center Advisor (CCA), she was provided additional resources to help with staying focused on her tasks and meeting the requirements for her courses. The Registered Nursing Program is a 2-year program that takes dedication and hard work to pass. By the time her 3rd semester started she fell on hard times and requested financial assistance so she could continue her training program. She made it through her 3rd and 4th semesters maintaining A’s and B’s and worked hard towards her goal of becoming a Registered Nurse. In her 4th and final semester, the COVID-19 Pandemic made its way to the United States.

The State of California was put under strict lockdown and the school was forced to close the campus. Distance learning brought on a whole new set of challenges. Clinicals were canceled and all of her studies and tests were now online. She persevered through the hard times and graduated in May of 2020.

Successfully passing her state board exams. It was now time to start job searching. Taylor previously worked at Enloe Medical Center and when a position opened up she interviewed for the Registered Nursing position and made a great impression. Taylor started working full time in August of 2020. Her determination to overcome all the trials she went through to get her degree and licensure was rewarded. She is now working as an RN, at a local hospital, during a global pandemic.

No matter how scary or hard things may seem to be for her she always comes out on top and accomplishes more than she puts her mind to.

Taylor stated that without AFWD’s assistance with her career guidance, planning, and pushing her to finish her courses, she wouldn’t have been able to get where she is today.
Cutting Down Barriers

Lindsay was referred to Alliance for Workforce Development, Inc. (AFWD) regarding assistance in obtaining employment after she closed her dog breeding business. She was struggling to make ends meet and needed work to help support her family. Lindsay received information regarding the Temporary Job Creations (TJC) openings as a result of the Camp Fire disaster and was very interested in gaining new skills and obtaining all the necessary certifications to enhance her employment opportunities in a new career pathway.

She always had an interest in doing outside work that was physically challenging and one that would help her community recover from the Camp Fire disaster. AFWD provided her the opportunity and enabled her to obtain the required safety training to enhance her career. Lindsay earned her Electrical Safety Training; CPR and First Aid Certifications, OSHA 10, Flagger Certification, and Chainsaw Safety Certifications.

These certifications enabled Lindsay to accept a TJC position at Butte County Public Works. The required ‘monitoring’ reports regarding her progress in the position were always positive providing details of her strong leadership qualities, work ethic, and positive attitude.

When her contract was getting ready to expire, her supervisors recommend her for a new unsubsidized, full-time position. Lindsay received an offer for this position and is waiting for a starting date. Lindsay utilized an opportunity to change her career pathway by doing something she was passionate about. Based on her tenacity, integrity, strong work ethic, and positive attitude, Lindsay will continue to grow in her position and exceed her expectations.
Butte County

One-Stop Visitors:
3,827

Businesses Served:
809

Business Services:
13,992

AFWD Clients Enrolled:
298

Unemployment Rate
(As of: November 2020)
6.8%